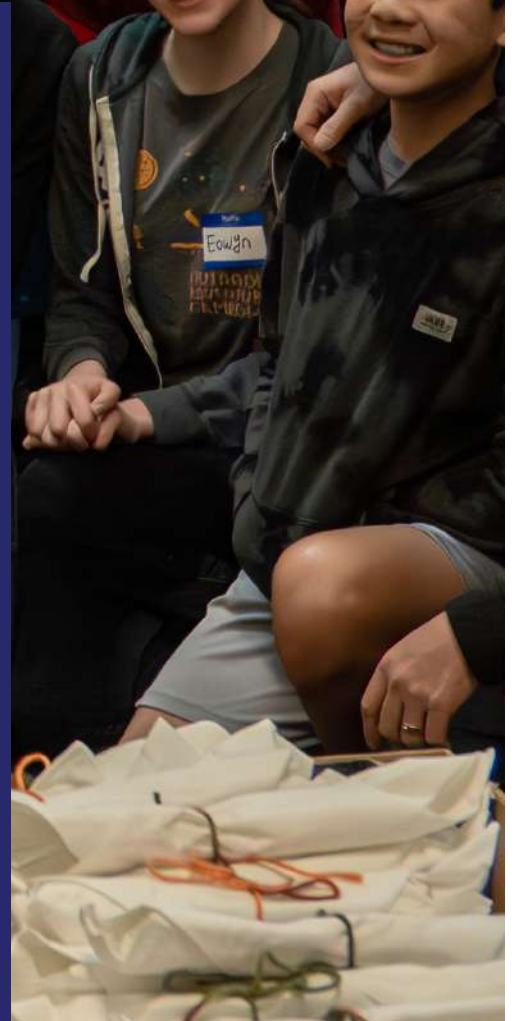




ST. JOHN'S LUTHERAN CHURCH

Annual Report

"COURAGE IN CHANGING TIMES"



2023



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Call to Order
Gathering Hymn - ELW #524

Opening Prayer

Establish Quorum

Approval of Minutes
February 5, 2023 Congregational Meeting

Reports

Presentation & Adoption
2024 Proposed Budget

Election of Council Members
Linda Eytcheson (3rd term)
Andrew Ford (3rd term)
Jo Hoffmeier (3rd term)
Dan Maloney (3rd term)
Jenny Mohler (3rd term)
John Bailey (1st term)
Bridget Malme (1st term)
Gerald Kilbert (1st term)

Election of Nominating Committee
Kim Hendricks

Ratification of Scholarship Committee Members

Questions/Comments from the Floor

Adjourn
Sending Forth Hymn - ELW #840
Closing Prayer



01 Mission, Vision, Values





MISSION

Live God's Love in the World

VISION

We are called by Christ to be a courageous, grace-filled community, deeply rooted in Sacramento and living in changing times. In response, we seek deeper connections and healing with one another and all our neighbors.

VALUES

Expansiveness
Justice-Making
Healing
Humility
Constancy





Report from Council President





We are taught to have no fear and to have faith. Sometimes easier said than done, especially in times of change! Courage asks us to face fear with a faithful response. We can lean on community, we can have difficult conversations, and we can move forward with hope, but with a trust that all will be well. God has a plan.

Not that this relieves us of responsibility. As a council, we represent the congregation in the visionary and strategic leadership at St. John's. In 2023, this work included the approval of several committees to ensure strategic areas requiring our long term focus are being addressed. While approving committees is not a new charge of the council, we established additional structure to focus the discussion and approach, ensure members of St. John's are engaged, and set more specific goals with defined timelines.

One of the key committees is the Resource Strategy Committee, established to discuss, assess, and make recommendations in the areas of staffing, stewardship, member and volunteer engagement, and finances. Beyond earlier conversations regarding the budget, the team's work also included recommendations for feasibility studies to be completed in 2024. The goal is to assess additional revenue streams for St. John's in areas that align with our mission, vision and values. These include exploration around starting a not for profit around outreach, creation of an anchor church structure for Sacramento area ELCA churches, and strategic planning around our physical campus and spaces.

In November 2023, the council established a Transition Committee as St. John's continues to live in changing times. St. John's vision speaks to these changing times we find ourselves in with Christianity in America, the ELCA, our church and people, our programming, and the community. Leading into the next several years, we recognize a need to deeply engage, consider, and respond to ensure St. John's is Living God's Love in the World in the future. This committee will lead the discernment and discussion around the future of St. John's, considering the recommendations from the Resource Strategy Committee and completed feasibility studies.





Another area of work is helping to enable connections. We know that the community found at St. John's through our many ministry areas is important to us all. We also know there is diversity in the areas our community finds critical, and the approach taken in supporting these ministries is important, particularly as we better understand shifts in church attendance and giving of time, talents and resources. Making it easier for people to assist and attend activities by providing more clarity, flexibility, and options in programming and through communications has helped bring in your much needed support. The council approved four additional Commissioning Statements this year as part of our on-going work to continually define, review and align our work to our mission, vision and values. Your serving in worship, music, community events, educational programming, leadership, committees, teams and ministries is so appreciated.

With my time as council president coming to a close, I've reflected with gratitude on the conversations I've had with you, the many I have worked closely with, and the trust this congregation has placed in me to serve. Coming from a business background, I have learned much about the church. I've long associated the phrases "church home" and "church family" with place and people; however, I've come to expand this thinking. The church is also more like a family in terms of navigating relationships. Families are complicated -- we do not think the same, we make messy mistakes, but we put a different type of effort forward in terms of giving grace and and returning to the table with humility and constancy. This is not so different from church. We move forward through changing times, with courage fueled by the love of God, and bound together by knowing we are one in Christ.

Jenny Mohler





Report from Senior Pastor





To have courage, you must have heart. The etymological root of courage is “cor” – the Latin word for heart. And every time I think of heart, I am reminded of the story (an Easter story actually) of the two disciples on the Road to Emmaus, after they realize that it was the Risen Jesus they had been talking to on their way: “Were not our hearts burning within us?” – both a reflection and a proclamation!

This is a different kind of heartburn. Hearts that burn bright and true for the Way of Christ – a new, hopeful and powerful way. After every worship service, at the very end, when a pastor says, “Go in peace, Serve the Lord,” you all respond, “And Live God’s Love in the World.” That is our mission, and I hope that your hearts are burning, even just a little, as you set out to make that so!

For we need hearts burning bright with the love of Christ to live out our values of expansiveness, humility, healing, justice-making and constancy. We need hearts burning to live out faithful lives with courage in such a radically changing, liminal time. We have been talking about this here at St. John’s for some time – how it is a different world we are figuring out how to make a difference in and be a bright light of witness to. Have courage good people – we are intentionally saying “Yes” to meet this big moment, and you can be assured that the leadership of St. John’s is asking big and beautiful questions and strategizing together how we might most courageously and prudently proceed.

I want you to know that St. John’s has a fabulous Congregational Council, filled with strong leaders willing and even excited to undertake this difficult work amid obvious change. Our budget presented this year reflects both great optimism and hard decision-making. We have decided to move forward with a reduced number of paid staff (please see the organizational chart included in the annual report). As part of that decision, we must more fully empower our volunteer unpaid “staff” (all of you) more fully to be ministers of the Gospel and workers in the Kingdom (especially for those in need of care and connection). We have made a specific change to Pastor Jon’s job description – aiming his pastoral energy at a specific St. John’s constituency as the Director of Youth and Families. This will be a change to his prior portfolio, resulting in my taking on strategic responsibilities for our more “mature” members of the congregation, if I might describe our wonderful people who fit this category from mid-life on. There will be subtle and not-so-subtle revisions in the job descriptions of all three pastors as we reconfigure to meet with courage the changing world around us.



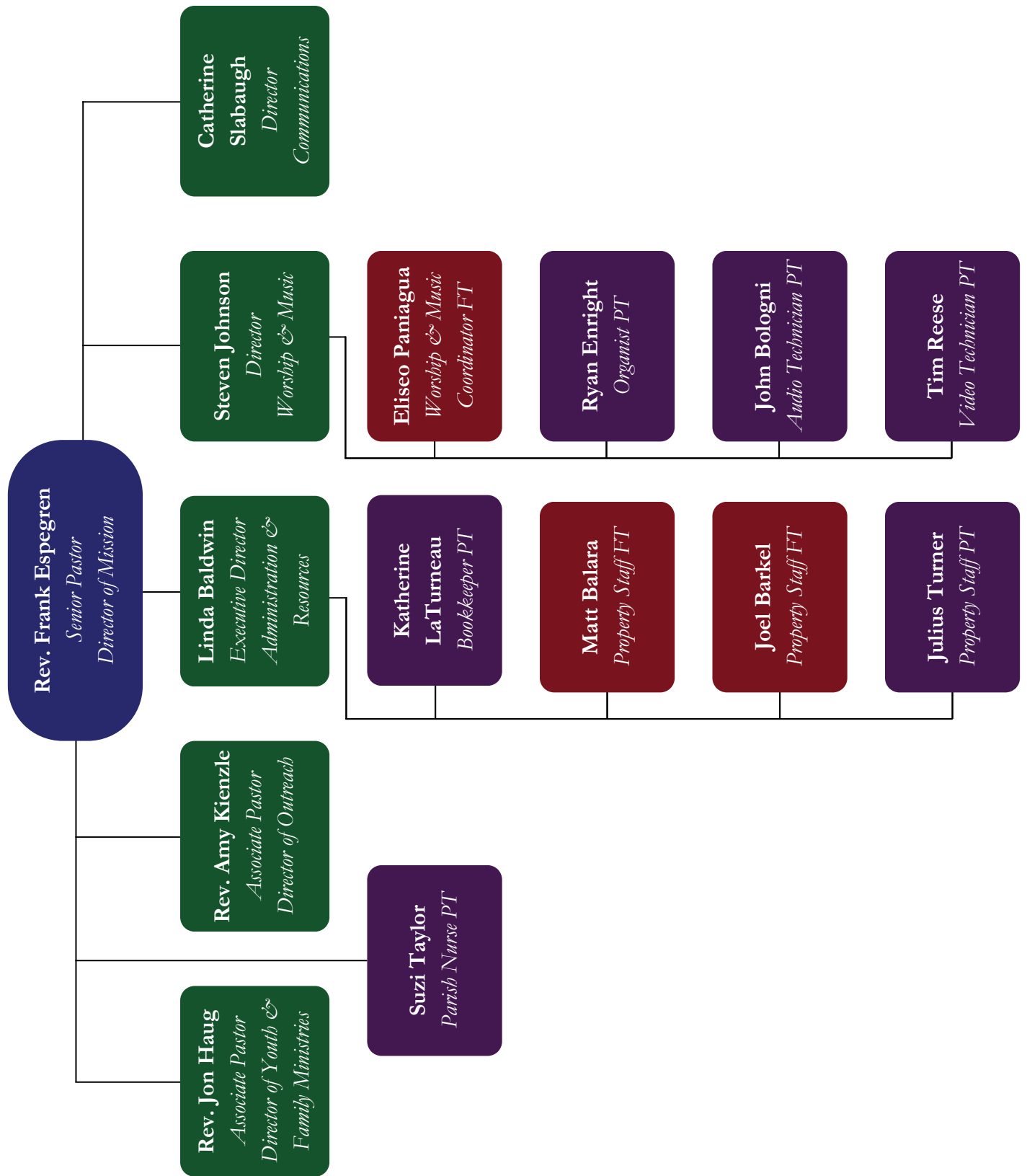


There are many other big conversations happening here at St. John's. Early in 2023, the Council empowered a strategic team we called the "Resources Strategy Committee." Many ideas and ruminations coming from that group have affected this budget and our missional trajectories. Issues such as our staff and corporate structure, ministry partner relationships, necessary internal cultural shifts, and many more ideas have been flowing back and forth between the Resources Strategy Committee and the Council. There will be many taskforces of St. John's members exploring important resource questions that will impact St. John's in 2024 and beyond. 2023 has been a year of learning for us, of struggle, and of discerning opportunity. Thank you for supporting St. John's as the primary way you live out your Christian faith with others. It is a beautiful and important work we are doing. I commend you to become more invested and involved.

Many of you have found a good place to share your gifts and live out your values in our various ministries of worship, service and care here at St. John's. In addition to the many St. John's ministries, I know many of you are sharing your gifts and living your values all over Sacramento in so many ways and with different organizations doing good and meaningful work. There are many St. John's members involved in leadership in the greater Lutheran Church and important non-profits – people who serve without recognition. I want to recognize only a few of them here in this report. In a way, by their service, these leaders make sure St. John's is present beyond our campus, Living God's Love in the World. May we all find the many ways to invest our time, talent and treasure courageously in our changing world! Here is a partial list: Ann Boynton, Chair of the Board of Regents of California Lutheran University; Vince Brown, Member of Portico Board of Directors (the benefits services provider for ELCA pastors and other church workers); Lilly Kimmelshue, Member of the Board of Directors of 1517 Media (the publishing house of the ELCA, formerly Augsburg Fortress); Frank Espegren, Member of the Board of Directors of the ELCA Foundation (the gift-planning organization of the ELCA); Kara Haug, Member of the Advisory Board of Pacific Lutheran Theological Seminary; Amy Kienzle, Member of the Board of Directors of Mt. Cross (the ELCA camping ministry in northern California); Suzi Taylor, Member of the Board of Directors of Lutheran Social Services of Northern California; and Dave Cloninger, Member of the Board of Directors of St. John's Program for Real Change. These are among the many of you doing amazing work in our community, church, nation, and world. May we all be Living God's Love in the World. Thank you.



2024 St. John's Organizational Chart





St. John's Members Serving throughout the ELCA

Ann Boynton	<i>Board of Regents, California Lutheran University (CLU)</i>
Vince Brown	<i>Portico Benefit Services</i>
Dave Cloninger	<i>Saint John's Program for Real Change</i>
Rev. Frank Espegren	<i>ELCA Foundation</i>
Kara Haug	<i>Pacific Lutheran Theological Seminary (PLTS)</i>
Rev. Amy Kienzle	<i>Mt. Cross Ministries</i>
Lilly Kimmelshue	<i>1517 Media</i>
Catherine Slabaugh	<i>ELCA Youth Gathering</i>
Suzi Taylor	<i>Lutheran Social Services of Northern California</i>





2023 St. John's Ministries

Children & Youth

- Sunday School
- Kids' Worship Spaces
- Confirmation Class
- High School Youth Group
- Kids' Choir

Worship & Music Ministry

- Sanctuary Choir
- Handbell Choir
- Celebration Singer
- The Order of St. John
- Bedient Opus 80 Pipe Organ
- Assisting Ministers, Greeters, Ushers, Eucharistic Servers, Lectors, and more

Outreach Ministry

- Mission Partners - Local, National and International Partner Nonprofits
- Pilgrimage Meal
- Afternoon Snack Stop
- Community Thanksgiving Meal
- Midtown HART Respite Care
- Midtown Neighborhood Group

Adult Ministry

- Sunday Morning Adult Faith Formation
- Luminaria New Member Class
- LLL Book Club
- Starting Over Group
- Racial Justice Ministries
- 20s & 30s Young Adult Group
- LGBTQ+ 1128 Group
- Pub Theology
- Dinner Groups

Congregational Care

- Parish Nurse Ministry
- Eucharistic Ministers
- Prayer Ministry
- Stephen Ministry

*A heartfelt thank you to the many hands who served with any of St. John's ministries throughout 2023.
You truly are living God's love in the world!*







Report from Director of Outreach





This year's theme, "Courage in Changing Times," speaks well to the experiences we had in Outreach in 2023. We were reminded that life is about change, even when we would prefer things stay the same. Rebekah Turnbaugh, who was a key lay leader and staff member of our St. John's community for many years, took another job in May. Her gifts and passion for justice are still noticeably missed by people inside and outside our congregation. I am grateful for the work she did to cultivate leaders and volunteers in our programs over the four years we worked together. It really was a foundation that kept the ministry going through the transition. Change, like the space opened by one person stepping aside, has allowed for other people to step up and take on more leadership. Thank you to Linda Eytcheson, Mark Wininger and our other Snack Stop core members who have kept this ministry going. In 2023 we recruited a new group of volunteers to prepare and distribute snack bags three times a week. Through over 1200 volunteer hours and mountains of in-kind donations from the congregation, we provided welcome without judgment, while giving out an estimated 6,000 bags (conservatively)!

In all our direct service programs we saw the number of food-insecure people increase as the COVID relief ended and inflation drove up costs. Steve Ruder continued to head the Pilgrimage meal a few times a month, with the help of a new group of volunteers. With an average of 50-80 individuals coming to each event, we served more than 1500 meals. Terri Moore and Rita Blomster ran our Thanksgiving meal, where 500 meals were dished up and more than \$500 in gift cards (donated by you) were given to guests. Our guests have expressed gratitude not just for the tangible resources but for the gracious and generous spirit with which we offer them. Though we have faced the pinch of our budget with cost increases and more people in need of resources, we are grateful for the courage of our church members, sharing generously of time and treasure to support this work.

In adult Christian formation, lay leaders also gave their time and passion to our work together. The Racial Justice Education team continued their commitment to engaging the congregation in learning around issues related to systemic racism. Through book-reads and a new speaker series that kicked off on October 15th with Dr. Rita Cameron Wedding, we grew in our understanding of how to respond from the core of our faith. We had more than 60 people participate in the second round of Dialogues on Race in the spring! All of us who were part of the work to facilitate the program were heartened that our congregation remains eager to grow and deepen the work of anti-racism. I am proud of the courage of these RJM leaders and the members of our congregation, who were willing to engage in challenging topics and conversations.





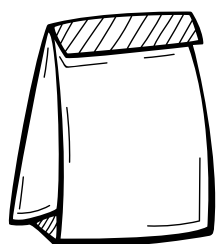
Luminaria remains a meaningful way for people to become fully integrated in the life of our St. John's community. At the Easter Vigil in 2023 we received 19 Lumens into membership, and in the fall another 19 enrolled in our 2023-24 class! Thank you to our new Luminaria leaders – Bridget Malme and Mary Tidwell – as well as to our other leaders – Kurt Barneson, Steve Schoff, Mary Robinson, Gary Cadwising and Tom Harris – and to all who have been companions. This is one of our most successful ministry programs and is something to be proud of as a church. We also grew this year in the number of people staying for our 10:15am education time. Janet Carlson led two series that paired art and scripture study, drawing 50+ people! We had a similar number of people come to learn about the situation in Gaza and Palestine and had good participation in other offerings as well.

One group that has been living out courage for changing times is our Midtown Neighborhood Group, which started its work in earnest this past spring. We studied scripture and had conversations about the gifts and blessings already present in Midtown. We began asking how St. John's can help create a vibrant and safe community in the neighborhood around our church and how we can continue to grow in sharing our assets for the sake of our neighbors.

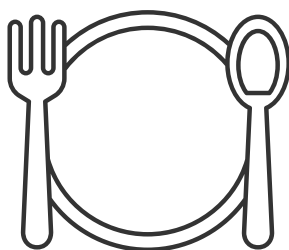
The year began with a trip to the Holy Land. Fifty people from churches in NY, MI, WI, and CA went on a pilgrimage, walking where Jesus walked and learning about the justice issues in Palestine and Israel. The timing was remarkable, as in the last quarter of 2023 we watched the horrors taking place in the land of Jesus' life and ministry. Had we waited a year, we would not have been able to have such a life-changing experience, one many Christians only hope to have in their lifetime. As a pastor who has been engaged in justice work on behalf of our Palestinian Lutheran churches, I was encouraged and given hope by the willingness of the members who went on the trip to share from their own experiences of January 2023. Their faith was deepened, and eyes opened to the current reality for people in the Holy Land today, not just 2000 years ago. It is a reminder to us of how our faith continues to grow as we respond to the needs of a changing world.

Rw Amy JHL

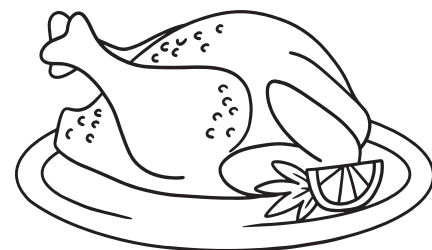




6,000 Afternoon
Snack Stop Bags
distributed



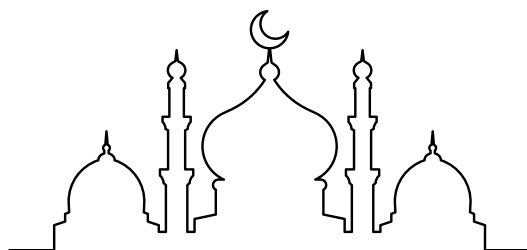
1,500 Pilgrimage
Hot Meals served



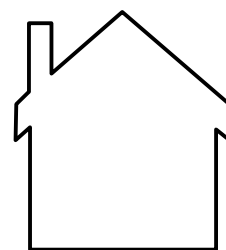
500 Thanksgiving
Meals served



19 Lumens
received in 2023



50 Holy Land
Travelers



New Midtown
Neighborhood
Group Formed







Report from Director of Youth & Family Ministries





This has been a year of heartfelt and courageous moments for me personally and in my directorate. I began the year with a trip organized by Pastor Amy to Israel with St. John's members and others. It felt courageous to travel internationally, which I haven't had the privilege of doing since college. The word courage comes from the root of the word for heart. Seeing the Holy Land, walking where Jesus walked and being where the disciples' hearts beat was an incredible experience and hard to put into words. What I learned there gives me courage to speak and preach even now amid war in the Holy Land, from a place of a bit more understanding of the layers of complexity in the region.

Of course the very center of my ministry as the Director of Congregational Life in 2023 was as it has been: the area that Nurse Suzi oversees called Congregational Care. Many of you know Suzi from her compassionate, Christian care with you around the prayer list, loved ones, grief, joy, and all the emotions in between. Her heart is at the center of her long-time and faithful ministry and she uses her sharp mind and professional training to serve, all in a year where she retired from her "other" job that really paid the bills! She has entered retirement with courage.

Personally, the gift of a sabbatical from the church and the grant I wrote with the help of the small committee was another moment of courage. I nearly gave up while applying for the grant. It was the members of that committee that gave me the courage to go on and earn that grant. For them I am so grateful! This past summer off with my family was so memorable. From Greece to the East Coast, Holden Village, and Hawaii, the time with friends and family, and sometimes just the four of us figuring travel out together it all created bonds and memories that we will keep in our hearts forever.

It felt like a heart moment to return to the church that first Sunday in September and watch my family members courageously share in public on microphones about our sabbatical experience. It felt like heartfelt community to be welcomed back and to hear you share about your summers, too.

I know it felt courageous for the community to say farewell to Sarah Street, our Youth and Family Minister for six years as her family, Keith, Cora, and her mother Andrea, relocated. She dedicated her heart and energy to our families for years and leaves a gap that is hard to fill. But she courageously grows close to being a pastor herself, prepared in part by her ministry to and with us here.





Leadership here is making tough and courageous decisions. We are in the midst of solidifying a change to my job description and directorate. For eight years I've been the Director of Congregational Life, and that will be changing. The leaders have discerned we can no longer afford a full-time Youth and Family minister, but value this area of ministry as a priority highly. They still want a full-time staff member dedicated to it. So Pastor Frank, leadership and I are navigating job description changes in these changing times. I will lean more fully into the area of Youth and Family, as Pastor Frank leans more fully into the work of Congregational Care that I had led. We are navigating this transition with courage and heart!

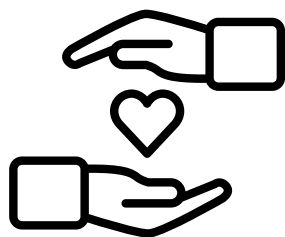
I am gleaning the wisdom of St. John's leaders, who are passionate about our church and ministries, to develop innovative ideas alongside tried-and-true methods to reach our families with children. While this change and transition is happening, I'm courageously facing how to continue to be a faithful pastor into my ninth year with you.

We courageously tried some new intergenerational gatherings in the month of September before starting Sunday school. This January you'll again see some intergenerational events as we listen to a major desire among our people: community. Pastor Amy and I continue to think through places of collaboration, like combining Confirmation and Luminaria at times, since they are on similar spiritual paths of affirmation of baptism. New volunteers have courageously stepped up to help us fill an increased need for volunteers with youth due to a new California law. We sent kids to a bustling Mt. Cross retreat of 80 kids with dedicated chaperones, all led by many of our high school youth who are in leadership through the Sierra Pacific Synod Youth Committee. Our youth continue to step up in leadership in worship, too, as readers, singers, assistants, acolytes and active worshippers.

It takes courage to face a changing world and changing church. But what does it mean when we say each week at the end of worship that we are going to "go and Live God's Love in the World?" It doesn't mean it will be easy. I think it means, take heart, good people of St. John's, and keep discerning God's call in your lives, in this community, in our city, with the help of God's wild and creative Spirit. Let's keep that courageously in mind as we enter 2024.

Pastor Jmt. Haug





578 Congregational Care
Contacts by Parish Nurse



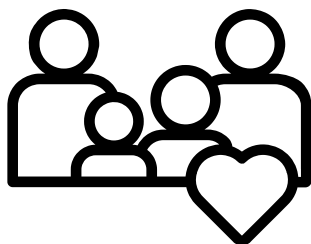
29 Acolytes Serving in
the Order of St. John's



9 Youth Confirmed in 2023



Launched an Empty
Nesters Group



Intentional Development
of Intergenerational
Community



Launched a High School
Girls Small Group







Report from Director of Worship & Music





Throughout time, the Universe, our planet and all of its inhabitants have experienced change. Change always makes its presence known and propels life. We all realize this conceptually, yet as humans, we tend to resist change rather than embrace it.

When we remember to put God first and embrace change with loving intentions, conviction, determination and accountability to be of service to others, only then do we encounter God in the midst of it all. It's through making the choice to *live in the love and light of God*, regardless of circumstances or personal opinions, that we become mindful about our actions for creating positive change in the world, even as we encounter uncomfortable or undesirable circumstances.

Change is a constant in our physical reality. It wasn't created by accident or as something to endure as part of life; change was created and implemented by divine design.

If we are to be beacons of Living God's Love in the World, no matter what, we must embrace change while staying true to our Christlike selves and our hearts (not our minds' perceptions of "outer circumstances"). This is how to remain of service to others while simultaneously expanding our inner and outer strengths.

In glancing back, 2023 presented many perceived obstacles in my creative and musical landscape. In trusting the wisdom of the divine, I realized that I was being called to be MORE creative with music planning; MORE responsive to where we are rather than speculate where we should be; MORE generative in creating and cultivating new and different music opportunities; and MORE courageous and visionary in my leadership and in the distribution of our musical resources. Those resources include members of our Music Ministry, their time, talents, and commitment to fully engage in our worship. All of which contributes to connecting us to the magic of the divine and love of Christ.

Membership within the ranks of the **St. John's Choirs** remains faithful and strong. Several of our members have reached the chapter in their lives called ... retirement! The music-planning kaleidoscope is always twisting and turning and continues to bring into focus the next meaningful singing opportunity for all involved.

The **Handbell Choir** is ringing faithfully, creating musical sounds that reverberate in the ears and hearts of our congregation. Yay, bells!





Every week, our organist, **Dr. Ryan Enright** continues to showcase our Bedient Opus 80 pipe organ with his virtuosic and consummate artistic abilities. In the playing of preludes and postludes, he brings to life an eclectic sacred organ repertoire that resounds in the most notable cathedrals in the world. His talents are truly world class. His willingness to lend his voice as a cantor and as a member of Celebration Singers is a testament to his versatile and giving nature, as is his willingness to be of service when and where he is needed.

Eliseo Paniagua, Worship and Music coordinator, continues to embrace a readiness to assist with maintaining, scheduling and planning the often-unseen details that make our Sunday morning worship possible. He helps with volunteers, bulletin production, lectors, worship assistants, altar guild, baptism preparations, Order of St. John's, interfacing with the audio-visual and tech team, leading children's music during Sunday School, and singing in and assisting with directing handbells and choirs when needed. He also occasionally plays his tuba in worship!

Video technician **Tim Reese**, continues to bring an artistic, elegant and engaging liturgical eye that allows the video cameras to capture the heart and soul of our in-person worship. His attention to detail elevates St. John's live streaming content beyond that of most professional level standards. His passion for personifying grace in action is remarkable. Tim's quiet and gentle demeanor often means his good works are more visible than he is tucked behind the computer monitors in the sound booth.

John Bologni, our sound technician, is always conscientious about being fully prepared, and he leads with the inclination to outsmart any perceived sonic obstacle. This year we replaced the nearly 20-year-old soundboard with a state-of-the-art Yamaha QL5. This new sound board has been fully integrated with our sound system, producing great results. John has configured the board to better reject feedback in the sanctuary and to improve the audio quality of our livestream broadcasts. The sound systems in Oehler Hall and the Gathering Place also have been reconfigured to facilitate ease of use by church leadership and visiting groups/speakers.

Steven Johnson





822

Christmas Eve Attendance

3pm, 5pm, 7pm, 11pm



495

Christmas Eve Livestream Views

Online - 5pm, 7pm



220

Average In-Person Attendance

9:00 and 11:30am services



70

Average Online Attendance

Concurrent to 9:00am service only





Worship Attendance Now:

2023 Worship Attendance

2 In-Person Services, 1 Livestream Service

220

Average In-Person
Attendance

9:00 and 11:30am services

70

Average Sunday Morning
Online Attendance

Concurrent to 9:00am service only

207

Average Weekly
Livestream Views

9:00am service only

Worship Attendance Then:

394

2019 Worship
Attendance

3 In-Person Services

360

2018 Worship
Attendance

3 In-Person Services

369

2017 Worship
Attendance

3 In-Person Services





Average Worship Attendance Post-Pandemic

2023 Worship Attendance

497

*In-Person, Concurrent Livestream,
Total Weekly Service Views*

Average Worship Attendance Pre-Pandemic

2017-2019 Worship Attendance

374

3 In-Person Services







Report from Executive Director of Administration





Transitioning into a new season can bring a rush of emotions. It can bring excitement and joy over the coming of a long-awaited hope, or it can usher in uncertainty and a longing to stay put just a little while longer. This year has been one of transition and change in just about every area of business and ministry at St. John's. With 2023 almost in the rearview mirror, it is a good time to thank God for giving us the *courage* to walk with grace even in those times when it has been difficult. And it is a good time to thank all of St. John's people for your '*en-couragement*'.

I like to call 2023 a season of refinement – for our programs and us. We have had three key staff members move on to new opportunities, which means that we have all taken on more responsibilities. A new Director of Communications was hired and is helping us tell the story of our refinement and looking forward to a season filled with enthusiastic hope.

The unexpected expenses of some of our infrastructure such as plumbing, HVAC and electrical have meant that we have had to hone our expenditures to maintain our budget. Building the 2024 budget was courageously discussed and refined many times, resulting in a plan to utilize the many gifts that we have been given for God's best purposes.

There is a change next door at our 1725 L Street storefront. Pressed is no longer occupying that site, and Sal's Kabob and Gyro Grill will soon open for business. We are thankful that a new tenant has been found, and we look forward to what God will do through this new partnership in our neighborhood.

Coming fully “back” into worship on Sunday mornings has been incredibly uplifting following the pandemic-caused disruption. The slight shifts in the liturgical movements have opened new pathways for the Spirit to be in and with us. Age-specific faith formation has been, in new ways with different voices, faith strengthening. Our pastors and lay leaders have stepped up, sometimes to double speed, to make sure we are living out our mission, vision and values. This also meant we needed more volunteers to serve. Our congregation responded, filling roles that perhaps they held previously – or maybe trying something new.

All of these “new” things only occurred because of change, good change, that refined our processes, procedures, and our community. These are but some of the many ways the Refiner's fire changed and enabled us to grow in grace with courage, even or, especially, during difficult times.





The fire that remains in each one of us after the change burns brightest in community, and we are all responsible for keeping each other's flame burning. What matters is that we remain connected through Christ, our Refiner. It matters that we keep our path of prayer open, that we listen for the Spirit's calling, and that we remember that we have the courage through Christ to move into change with grace and love.

I am thankful for all my colleagues at St. John's that keep my flame alive and burning bright. Noting among others Kat LaTurneau, our bookkeeper, who keeps me sane; and Kurt Galvez, our treasurer, whose patience and guidance are unending. Each staff member is critical and equally important in the work that they do for all of us. Please join me in gratitude for them.

Kevin Ralston





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Report from Director of Communications





As the Director of Communications for the past eight months, I have centered every piece of content, every email, and every picture around one clear objective; to communicate the Mission, Vision and Values of St. John's and the Gospel of Jesus Christ to Sacramento and the world. Fairly simple, right? In a world of digital overconsumption and never-ending eye-catching advertisements, courage to break through the digital noise remains at the crux of effectiveness in this position. Courage to proclaim our bold values in a society riddled with the voices of Christian nationalism, courage to learn a new skill set and fail a few times before perfecting a piece of content, and courage to walk with faith leaders when wondering what to say in time of international crisis.

Following a transition early this year with the departure of St. John's prior Communications specialist Esperanza Foft, I stepped into a department that had been living in changing times, and courage was essential. Luckily, I entered a fairly well-oiled machine, and a ministry area with open-minded hope from leadership.

In the summer, much of my time was focused on redesigning and updating the St. John's website to accurately reflect the life of the congregation in 2023. This resulted in a 58% increase in total page views in 2023. In the fall, I focused on a robust communications strategy that prioritized holistically communicating St. John's ministries, increasing social media presence and engagement, using visual means for storytelling, such as photos and videos, and developing our external communications. By December of 2023, we reached 27,657 people with a 64% increase in page visits on Facebook and 4,902 people with a 30% increase in profile visits on Instagram, garnered over 42,000 views on YouTube with weekly views of roughly 280 for Sunday worship livestream services, and launched a TikTok account accumulating 2,665 likes over five months. We photographed ~almost~ every single Sunday worship service, community gathering, and outreach event to further share the story of the mission of St. John's. Rev. Amy Kienzle participated in two live on-camera interviews with Sacramento's Fox40 news, with an additional written piece from CBS13.

Similarly, in collaboration with the Stewardship Committee, we leveraged our Time, Talent, and Treasure pledge campaign through a robust communications strategy. Our "Stories of St. John's" blog feature stories gave personal insight to the people of St. John's - highlighting our faith formation of young people through the synod youth committee, St. John's response to violence in the Holy Land, and an inside look into the recipients of the St. John's scholarships.





In the past year, the Communications team has expanded to include photographers, editors, writers, and many gracious professional mentors. Rick Maness and Steve Mercer have offered their photography skills, Amy Chance, Brian Blomster, Rita Blomster, and Gregory Favre have offered their editorial, writing, and mentoring skills for the benefit of St. John's communications, and Tim Reese continues to serve beyond his part-time job responsibilities. Tim continues to offer his photographic skills, produces the St. John's worship livestream every week, assists in countless special video and livestream projects, and serves as a close sounding board and mentor for me. I simply could not do this work without these key individuals, and many others.

As the community of St. John's continues to live God's love in the world, and as much of this happens in an online or digital way, we must carry this courageous spirit with us. Our reach continues to expand beyond midtown Sacramento due to our digital engagement; with families living in the Bay Area, with widows living on the East Coast, and with friends across the sea in Rwanda.

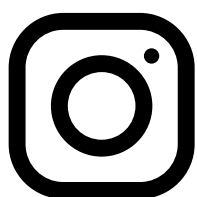
The importance of our communications work at St. John's has always been a high priority in the Church. Jim Naughton and Rebecca Wilson affirm this importance in their book, *Speaking Faithfully*, as they write, "It is not enough to live faithfully. We must speak faithfully, as well. We must proclaim our faith, as well as embody it. And to tell our story to contemporary audiences, we must baptize the tools and techniques that other organizations use to spread their message, inform their members, influence society, raise money, and engender the devotions and enthusiasm necessary to sustain their communities."





Communications Reach

January - December 2023 Data



Instagram

Reached 4,957
people through
190+ posts



Facebook

Reached 31,140
people through
450+ posts



TikTok

3,138 likes over
5 months



Website

18,568
website visits



YouTube

42,000+
views











The Merriam-Webster dictionary defines courage as "strength to persevere and withstand fear or difficulty." Being the church together these past few years certainly has required big doses of courage! Taking a brief look back over 2023, I'm struck by the ways the St. John's community rose to this "courageous" label found in our vision statement.

This past year, we doubled down on our commitments to benevolent giving and service to neighbor. We met our substantial budgeted mission support to the Sierra Pacific Synod of \$118,000. We gave benevolences totaling \$89,750 to a host of other ministry partners. Our Snack Stop continued to provide nutritious snack bags to hundreds of our unhoused neighbors, raising and spending \$12,775 on these efforts (versus \$7,110 in 2022) as the need increased exponentially. Volunteers from throughout the congregation served meals at Pilgrimage, cooked for community meals, and donated supplies to be passed out at respites held in The Gathering Place. You, the good people of St. John's, saw needs in our community and courageously met God's call to serve!

The St. John's campus was also kept in good working order in 2023, to allow for courageous ministries like the 1128 Group and Racial Justice Team to host events intended to spark conversation and understanding. HVAC repairs were conducted all over campus and a new HVAC switchboard and thermostats were installed. Electrical work, major kitchen repairs and downspout/drainage repairs were completed in The Gathering Place. The total cost of all this work amounted to roughly \$50,000, with this spending reflecting St. John's desire to care for the resource that is our physical campus and invest in the work that takes place within its walls.

All year long, the St. John's Church Council expended significant time and energy courageously exploring the actions and decisions necessary to keep St. John's functioning sustainably for years to come. 2023's net loss of \$64,855 serves to underscore the importance of these conversations, which began in earnest at the Council level almost immediately after last year's Congregational meeting. The Resource Strategy Committee was established early in the year and has been tasked with examining new revenue-generating opportunities that align with our mission, vision and values. Staff roles and responsibilities were re-worked, and difficult decisions were made not to backfill positions that were vacated due to attrition during the year. The proposed 2024 budget also reflects a number of similarly challenging decisions, detailed further in the "2024 Budget" section below.

Financial Highlights

General Fund

Regular offerings for 2023 totaled \$1,344,216 compared to a budget of \$1,400,000. This was a reduction from 2022's regular offerings of \$1,390,061. Cash payments towards benevolence totaled \$89,754 and mission support payments to the Sierra Pacific Synod totaled \$118,000. We continue to await the final \$81,220 payment from the IRS of the "Employee Retention Credit." The year finished in the red, with a General Fund Net Loss of \$64,855.





Committed/Restricted Funds

Restricted revenue in 2023 totaled \$47,987, with nearly \$13,000 of that revenue coming from interest on Treasury Bill investments. Restricted expenses totaled \$78,996, with over half of that (\$45,059) being Lilly Grant expenses to cover costs associated with Pastor Jon's sabbatical.

2024 Budget

Budgeted revenue for 2024 is based on a combination of actual results from the past 3 years and the 2024 pledges received so far and still anticipated. Budgeted pledged envelope revenue has been set at \$1,247,000 and non-pledged envelope revenue has been set at \$55,960, for total budgeted envelope revenue of \$1,302,960. Note that this is a reduction of nearly \$100,000 from 2023's budgeted envelope revenue, and takes into account the fact that we did not meet budget in 2023.

Budgeted expenses are based on each ministry area's plans for the year, taking into account historical spend over the last 3 years. On a positive note, pay for our pastoral staff has been brought back up to levels recommended by the Synod effective 1/1/24 and pay for our lay staff was analyzed and brought up to competitive market rates where necessary, also effective 1/1/24. It is the belief of both staff and the Council that as more is being asked of a smaller staff, pay must necessarily align with those efforts. However, as mentioned above, difficult decisions are also reflected in the 2024 proposed budget. Scholarships are budgeted to be paid out of the corpus of the scholarship funds instead of the general fund. Mission support to the Synod is being reduced by \$38,000 from 2023 levels. Staff positions that went unfilled in 2023 have been removed from the organizational chart entirely for 2024 while conversations continue about the most appropriate and sustainable long-term organizational structure for St. John's.

The net effect of these challenging decisions is a break-even budget for 2024, which reflects the Council's desire to remain faithful stewards of the gifts St. John's receives while courageously exploring how best to ensure St. John's remains a "courageous, grace-filled community" for generations to come.

Mark Galing



2023 Income Statement & Balance Sheet



St. John's Lutheran Church

Income Statement - General Operating Funds

For the Period Ending December 31, 2023

	2023 Actual	2023 Budget	2023 % of Budget	2022 Actual	2022 Budget	2022 % of Budget
Revenues:						
Envelopes - Regular	1,344,216	1,400,000	96%	1,390,061	1,375,000	101%
Envelopes - Special	13,747	10,600	130%	19,087	7,000	273%
Envelopes - Benevolence	37,204	24,000	155%	36,391	30,850	118%
Envelopes - Loose	3,837	3,000	128%	4,584	10,000	46%
Envelopes - Memorial Unrestricted	3,135	-	#DIV/0!	925	-	#DIV/0!
Youth Activities	20,839	23,600	88%	4,090	32,500	13%
Ticket Sales	(3,434)	-	#DIV/0!	12,790	-	#DIV/0!
Rent - K St Garage	184,427	177,326	104%	161,324	161,326	100%
Rent - 1727 L Street	19,750	24,000	82%	23,100	22,800	101%
Rent - 1725 L Street	38,680	42,160	92%	37,202	38,400	97%
Facilities Use Fee	7,175	1,000	718%	2,575	1,000	258%
Weddings	-	1,000	0%	1,473	-	#DIV/0!
Other Revenue	2,744	500	549%	449	500	90%
Grant Income	-	92,220	0%	150,780	232,000	65%
Bequests - Council Designated	20,000	-	#DIV/0!	43,021	50,000	86%
Total Revenues	1,692,320	1,799,406	94%	1,887,852	1,961,376	96%



St. John's Lutheran Church

Income Statement - General Operating Funds

For the Period Ending December 31, 2023

Expenses	2023 Actual	2023 Budget	2023 % of Budget	2022 Actual	2022 Budget	2022 % of Budget
Salaries & Wages	749,700	811,648	92%	763,879	792,585	96%
Benefits Allowance	136,267	153,396	89%	151,689	138,319	110%
Honorarium	10,685	7,500	142%	5,120	4,000	128%
Health Benefits	112,867	116,654	97%	120,805	104,568	116%
Pension Benefits	69,925	75,524	93%	74,832	70,127	107%
Payroll Taxes	42,723	47,141	91%	38,912	47,232	82%
Workers' Compensation	10,394	12,252	85%	5,512	10,578	52%
Telephone	6,208	5,400	115%	5,406	5,587	97%
Internet	10,491	10,560	99%	12,176	10,446	117%
Postage	2,897	2,500	116%	2,484	3,538	70%
Printing	7,409	4,300	172%	4,506	3,137	144%
Dues & Subscriptions	4,192	3,365	125%	3,604	955	377%
Monthly Software Fee	13,098	13,000	101%	13,876	6,594	210%
Books & Publications	2,631	2,950	89%	2,696	2,307	117%
Library Books	-	100	0%	-	500	0%
Fees & Permits	2,639	1,500	176%	1,689	370	456%
CC Fees	7,420	9,000	82%	8,668	7,500	116%
Supplies	18,974	12,650	150%	21,954	11,349	193%
Santa Lucia	-	-	#DIV/0!	-	500	0%
Flowers	1,223	4,000	31%	2,808	4,000	70%
Congregational Care	1,070	8,100	13%	879	7,100	12%
Hospitality Committee	1,158	300	386%	502	750	67%
Professional Services	12,157	26,000	47%	48,856	47,758	102%
Utilities - Electric	42,275	36,000	117%	42,601	30,000	142%
Utilities - Gas	22,130	13,000	170%	17,210	5,800	297%
Utilities - Water, Sewer & Garbage	19,578	15,000	131%	16,765	15,000	112%
Real Estate Taxes	7,411	7,326	101%	7,244	4,000	181%
Equip Rental/Maintenance	23,048	20,857	111%	22,119	21,246	104%
Equipment	18,089	8,500	213%	14,291	21,000	68%
Maintenance Expense	74,775	40,000	187%	69,980	38,360	182%
Instrument Expense	7,466	4,500	166%	7,988	4,500	178%
Parking Garage Expense	-	-	#DIV/0!	-	-	#DIV/0!
Music Expense	1,209	1,500	81%	1,406	1,000	141%



Concert Series - Organ	-	-	#DIV/0!	4,654	-	#DIV/0!
Airfare, Mileage & Lodging	77	200	39%	37	200	19%
Food & Beverage	3,605	5,500	66%	3,756	1,300	289%
Continuing Education	6,837	12,500	55%	3,014	10,500	29%
Youth Activities	26,204	32,465	81%	16,995	53,490	32%
Meeting Expense	11,433	8,000	143%	7,273	-	#DIV/0!
Advertising Expense	464	1,000	46%	1,535	1,000	154%
1725 & 1727 L Street Expense	3,256	1,000	326%	2,119	12,500	17%
Insurance	41,957	39,600	106%	38,943	39,600	98%
Scholarships	6,200	6,200	100%	6,200	7,520	82%
IT - Maintenance	2,181	3,000	73%	2,880	1,500	192%
Other Expenses	91	-	#DIV/0!	243	-	#DIV/0!
Benevolence	89,754	81,950	110%	105,662	81,950	129%
Sierra Pacific Synod Mission Support	118,000	118,000	100%	116,001	118,000	98%
Discipleship	1,159	2,650	44%	2,856	2,350	122%
Outreach & Social Ministry	22,733	12,550	181%	13,091	10,490	125%
Pastor's Discretionary	-	2,000	0%	600	2,000	30%
Property Fund	-	-	#DIV/0!	10,763	10,000	108%
Mortgage Interest Expense	-	-	#DIV/0!	-	-	#DIV/0!
Prior Year Expense	-	-	#DIV/0!	-	-	#DIV/0!
Total Expenses	1,774,060	1,801,138	98%	1,827,079	1,773,106	103%
Net Income	(81,740)	(1,732)	4719%	60,773	188,270	32%
Interest Income	16,885	2,000	844%	5,858	1,200	488%
Dividend Income	-	-	#DIV/0!	-	-	#DIV/0!
Total Other Income	16,885	2,000	844%	5,858	1,200	488%
Total Net Income - General Fund	(64,855)	268	-24200%	66,631	189,470	35%



St. John's Lutheran Church
Income Statement - Committed/Restricted Funds
For the Period Ending December 31, 2023

	2023	2022
	Actual	Actual
Revenues:		
Envelopes - Concert Series	-	1,150
Envelopes - Organ Fund	600	1,550
Envelopes - Pastor's Discretionary - Restricted	17,765	1,655
Envelopes - Emergency Assistance Fund	-	3,271
Envelopes - Property Fund	50	2,170
Envelopes - Scholarship Fund	50	5,000
Envelopes - Rwanda Fund	-	1,400
Proceeds - Oil & Gas Rights	-	132
LDSS Grant - Youth	-	400
Brostrom Memorial Fund	-	2,750
LDSS Grant - Racial Justice	329	4,500
Celebrating Steven	-	15,910
Lilly Grant - Jon Haug	-	49,940
Lutheran Retreat Center	16,289	-
Restricted Interest Income	12,904	6,369
	<hr/>	<hr/>
Total Revenues	47,987	96,197
	<hr/>	<hr/>



Expenses

Expenses - Archives		128
Expenses - Concert Series		-
Expenses - Pastor's Discretionary - Restricted	8,565	16,565
Expenses - Rwanda Fund		3,300
Expenses - Caritas Fund		9,739
Expenses - Emergency Assistance Fund		3,271
Expenses - LDSS Grant	95	-
Expenses - LDSS Grant - Racial Justice	1,866	-
Expenses - Oil & Gas Rights		2,919
Expenses - Property Fund	13,136	-
Expenses - Memorial Fund		6,992
Expenses - Celebrating Steven		15,050
Expenses - Lily Grant - Jon Haug	45,059	4,881
Expenses - 1st English Fund	10,275	-

Total Expenses

78,996	62,845
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Total Net Income - Restricted

(31,009)	33,352
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Total Net Income

(95,864)	99,983
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St. John's Lutheran Church

Balance Sheet

As of December 31, 2023

	12/31/23	12/31/22
	Assets	Assets
Current Assets:		
Citizens Business Bank - Checking	-	34,525
CA Bank & Trust - Checking	105,884	145,239
Citizens Business Bank - Money Market	-	212,785
CA Bank & Trust - Money Market	170,516	9,998
MIF - Trust	97,167	315,484
MIF - 1st English	9,093	9,057
MIF - Demand	-	-
MIF - Scholarship	257,764	254,681
Investments - T-Bills	686,760	442,830
Misc. Receivable	-	-
Pre-Paid Expense	-	-
Total Current Assets	<u>1,327,184</u>	<u>1,424,599</u>
Fixed Assets:		
Land - 1725 L St	631,716	631,716
K Street Lot	124,374	124,374
Land Improvements	179,536	179,536
Building Improvements	7,201,108	7,201,108
Building Improvements - Windows	314,342	314,342
Furniture & Fixtures	6,876	6,876
Organ Renovation	618,050	618,050
Construction in Progress	-	-
Total Fixed Assets	<u>9,076,002</u>	<u>9,076,002</u>
Total Assets	<u><u>10,403,186</u></u>	<u><u>10,500,601</u></u>



	12/31/23	12/31/22
	Liabilities & Equities	Liabilities & Equities

Current Liabilities:

LT Liability - Rent Deposits	4,875	6,425
Total Current Liabilities	<u>4,875</u>	<u>6,425</u>

Equity - Unrestricted:

General Fund Balance	498,606	1,386,761
Equity in Land & Building	8,457,952	7,569,799
Equity in Equipment	618,050	618,050
Total Equity - Unrestricted	<u>9,574,608</u>	<u>9,574,610</u>

Equity - Restricted:

Concert Series	10,384	10,384
Lawson Scholarship	16,382	16,382
Memorial Fund	58,582	58,582
Organ Fund	22,184	21,583
Pastor Romeis Memorial Fund	22,906	22,906
Pastor's Discretionary Fund - Restricted	12,342	3,142
Property Fund	50	13,136
Rwanda Fund	754	754
St. John's Scholarship Fund	76,150	73,867
1st English Proceeds	618,079	617,683
Oil & Gas Rights Proceeds	26,841	26,841
Archives Fund	372	372
Lilly Grant - Jon Haug	-	45,058
Lutheran Retreat Center	16,289	-
LDSS Grant Fund - Youth	2,900	2,900
LDSS Grant Fund - Racial Justice	2,963	4,500
LDSS Grant Fund	1,380	1,476
Total Equity - Restricted	<u>888,558</u>	<u>919,566</u>

Net Income Operating Funds	(64,855)	-
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Total Liabilities and Equity	<u><u>10,403,186</u></u>	<u><u>10,500,601</u></u>
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2024 Proposed Budget



St. John's Lutheran Church

Proposed Budget

Calendar Year 2024

	Proposed 2024 Budget	2023 Actuals	2023 Budget	2022 Actuals	2022 Budget
Revenues					
Envelopes - Regular	1,302,960	1,344,216	1,400,000	1,390,061	1,375,000
Envelopes - Special	11,500	13,747	10,600	19,087	7,000
Envelopes - Benevolence	50,000	37,204	24,000	36,391	30,850
Envelopes - Loose	6,000	3,837	3,000	4,584	10,000
Envelopes - Memorial Unrestricted	-	3,135	-	925	-
Youth Activities	21,000	20,839	23,600	4,090	32,500
Ticket Sales	-	(3,434)	-	12,790	-
Rent - K St. Garage	194,197	184,427	177,326	161,324	161,326
Rent - 1727 L St. Apartment	24,000	19,750	24,000	23,100	22,800
Rent - 1725 L St. Commercial	28,200	38,680	42,160	37,202	38,400
Facilities Use Fee	1,000	7,175	1,000	2,575	1,000
Weddings	-	-	1,000	1,473	-
Other Revenue	1,000	2,744	500	449	500
Grant Income	-	-	92,220	150,780	232,000
Bequests	-	20,000	-	43,021	50,000
Total Revenues	1,639,857	1,692,320	1,799,406	1,887,852	1,961,376



	Proposed 2024 Budget	2023 Actuals	2023 Budget	2022 Actuals	2022 Budget
Expenses					
Salaries & Wages	758,132	749,700	811,648	763,879	792,585
Benefits Allowance	139,590	136,267	153,396	151,689	138,319
Honorarium	5,000	10,685	7,500	5,120	4,000
Health Benefits	116,215	112,867	116,654	120,805	104,568
Pension Benefits	61,900	69,925	75,524	74,832	70,127
Payroll Taxes	38,850	42,723	47,141	38,912	47,232
Workers' Compensation	12,863	10,394	12,252	5,512	10,578
Telephone	5,154	6,208	5,400	5,406	5,587
Internet	10,491	10,491	10,560	12,176	10,446
Postage	2,841	2,897	2,500	2,484	3,538
Printing	7,283	7,409	4,300	4,506	3,137
Dues & Subscription	3,843	4,192	3,365	3,604	955
Monthly Software Fees	12,479	13,098	13,000	13,876	6,594
Books & Publications	1,425	2,631	2,950	2,696	2,307
Library Books	100	-	100	-	500
Fees & Permits	1,169	2,639	1,500	1,689	370
CC Fees	7,895	7,420	9,000	8,668	7,500
Supplies	12,500	18,974	12,650	21,954	11,349
Santa Lucia	-	-	-	-	500
Flowers	3,000	1,223	4,000	2,808	4,000
Congregational Care	3,950	1,070	8,100	879	7,100
Hospitality Committee	500	1,158	300	502	750
Professional Services	11,630	12,157	26,000	48,856	47,758
Utilities - Electric	39,000	42,275	36,000	42,601	30,000
Utilities - Gas	19,000	22,130	13,000	17,210	5,800
Utilities - Water, Sewer & Garbage	17,645	19,578	15,000	16,765	15,000
Real Estate Taxes	7,600	7,411	7,326	7,244	4,000
Equipment Rental/Maintenance	17,174	23,048	20,857	22,119	21,246
Equipment	3,000	18,089	8,500	14,291	21,000
Maintenance Expense	62,841	74,775	40,000	69,980	38,360
Instrument Expense	3,500	7,466	4,500	7,988	4,500
Parking Garage Expense	-	-	-	-	-
Music Expense	1,500	1,209	1,500	1,406	1,000
Concert Series - Organ	-	-	-	4,654	-
Airfare, Mileage & Lodging	300	77	200	37	200



Food & Beverage	3,600	3,605	5,500	3,756	1,300
Continuing Education	5,500	6,837	12,500	3,014	10,500
Youth Activities	24,440	26,204	32,465	16,995	53,490
Meeting Expense	5,894	11,433	8,000	7,273	-
Advertising Expense	200	464	1,000	1,535	1,000
1725 & 1727 L St Expense	2,850	3,256	1,000	2,119	12,500
Insurance	44,753	41,957	39,600	38,943	39,600
Scholarship	500	6,200	6,200	6,200	7,520
IT - Maintenance	2,500	2,181	3,000	2,880	1,500
Other Expenses	-	91	-	243	-
Benevolence - Other	70,000	89,754	81,950	105,662	81,950
Sierra Pacific Synod Mission Support	80,000	118,000	118,000	116,001	118,000
Benevolence - Human Assistance	13,400	-	-	-	-
Discipleship	1,950	1,159	2,650	2,856	2,350
Outreach & Social Ministry	1,900	22,733	12,550	13,091	10,490
Pastor's Discretionary	2,000	-	2,000	600	2,000
Property Fund	7,000	-	-	10,763	10,000
Mortgage Interest Expense	-	-	-	-	-
Total Expenses	1,654,857	1,774,060	1,801,138	1,827,079	1,773,106
Interest Income	15,000	16,885	2,000	5,858	1,200
Dividend Income	-	-	-	-	-
Total Other Income	15,000	16,885	2,000	5,858	1,200
Total Net Income - General Fund	-	(64,855)	268	66,631	189,470



Appendix A: Minutes of 2023 Annual Meeting



February 5, 2023

Pending approval during 2024 Congregational Meeting

Congregational Meeting Minutes

Topics:

See “St. John’s 2022 Annual Report” for detailed information

1) Call to Order at 2:04pm - Council Vice President Jo Hoffmeier

2) Opening Prayer

3) Established Quorum

80 Members in attendance (Zoom and In person, combined) / 57 required for quorum

4) Approval of Minutes - Council Secretary Andrew Ford

Motion to approve 2022 Annual Meeting minutes made by Andrew Ford and seconded by Carolyn Munson.

Motion Passed by show of hands.

5) Senior Pastor’s Report - Pastor Frank Espegren

- Pastor Frank presented the history of the Mission, Vision & Values committee and the work concluding with this proposed Vision statement:

We are called by Christ to be a courageous, grace-filled community, deeply rooted in Sacramento and living in changing times. In response, we seek deeper connections and healing with one another and all our neighbors

- Pastor Frank shared that additional projects will be organized around the new Vision.

6) Reports

- Reports by Council President and Ministry Directors were submitted in the 2022 Annual Report, but not presented at the meeting.

7) Treasurer’s Report - Council Treasurer Kurt Galvez

- Kurt recognized and thanked
 - The Finance Committee, Executive Committee, Kat, Linda, members of the congregation, church attenders, supporters and givers.
- Kurt presented a review of the financial results of 2022:
 - Income:
 - Regular envelope giving exceeded the budget and the prior year, but has been essentially flat for the last 3 years.
 - Other income streams, such as the Parking garage, 1725 and 1727 L Street properties, generating close to \$225,000 in tax-free income, unencumbered by mortgages.



- \$150,000 in Employee Retention Credit received from the IRS, \$43,021 in bequests and \$5,858 income from T-Bill interest income.
- Expenses:
 - Salary-related expenses were slightly under budget, but overall make up 63% of the General Fund expenses for the year.
 - Credit card fees can be offset by giving via ACH or by paying for the processing fees when making donations via the Realm/Vanco site.
 - The church continues to attempt to reduce Professional Services costs, such as Janitorial services and Security patrols.
 - Utility costs exceeded budget due to increases in natural gas cost and an issue with the Sanctuary HVAC.
 - Facility Maintenance expenses remain a sizable portion of the budget.
 - Benevolence giving totaled \$105,662, but included a \$20,000 donation planned for 2021 that wasn't processed until 2022. Also, \$2,000 originally planned for giving to the Synod was redirected by Council to the Lutheran Office of Public Policy to make up for a funding shortfall to LOPP from the Synod.
- Net income of \$66,631 for the year
- Restricted Income:
 - \$49,940 grant received from Lily Foundation for Pastor Jon's sabbatical.
 - Nearly \$30,000 paid out in direct assistance to folks in 2022.
- Kurt presented an overview of the proposed 2023 Budget:
 - Income assumptions include increased pledgers, increased rental income from the parking garage and additional grant income from the IRS and Lily Foundation.
 - Changes to expenses include cutting the additional Youth & Family staff position held by Katie Holeman, and a salary increase for pastors that is below Synod guidelines.
 - Utilities and other operational budgets assume full-time operations on campus again.
 - Benevolence giving remains the same as in prior years.
- Kurt shared a financial outlook focusing on the challenges ahead, including flat revenue and rising operations and personnel costs. Finance Committee and Council focused on looking ahead 3-5 years out to understand how to address those challenges proactively.

Motion for approval of 2022 Budget as presented in the Annual Report made by John Bailey and seconded by Ted Norris. Motion Passed by show of hands, with 2 votes opposed.

8) Stewardship - Stewardship Committee Chair, Joel Kimmelshue

- Joel provided a preview of 2024 Stewardship activities
 - Pointed out there will be no more Covid-related financial relief
 - Need to grow church attendance and need to grow giving.



9) Election of Council Members and Nominating Committee

- Election of Council Members

The chair of the Nominating Committee presented each of the nominees for Council (as follows) and those present introduced themselves.

Kurt Galvez, re-election for third 2-year term

Rita Blomster, re-election for second 2-year term

Chris Dawson, election to first 2-year term

Joan Slabaugh, election to first 2-year term

Motion for approval of Election of Council Members made by Andrew Ford and seconded by Karen Ross. Motion passed by show of hands, unopposed.

- Election of 1 Nominating Committee Member

Nick Zylstra, 3-year term

Motion for approval of Election of Nominating Committee Member made by Suzie Taylor and seconded by Steve Schoff. Motion passed by show of hands, unopposed.

- Election of 1 Scholarship Committee Member

Christina Espegren, 1st term

Motion for approval of Election of Scholarship Committee Member made by Jo Hoffmeier and seconded by Linda Eytcheson. Motion passed by show of hands, unopposed.

10) Final Items

- Pastor Frank recognized outgoing leaders, including Lisa Berg from the Nominating Committee, Robin Keller and Shelly Brassil from Council.
- Pastor Jon shared details of his upcoming Sabbatical, including the Lily Foundation grant, his Sabbatical theme (Promises), and details of his family's travel itinerary.

11) Closing prayer

Adjourned at 3:09 pm

Respectfully Submitted,
Andrew Ford
Church Council Secretary





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